



Preparing Missourians to Succeed

A Blueprint for Higher Education

Public Hearing #1 – O’Fallon

Topic: Commerce and Industry

December 11, 2015

Midwest Machine Tool Training Center, O’ Fallon

BACKGROUND

Higher education is quickly evolving in Missouri as the state’s colleges and universities prepare students for the future. By 2018, an estimated 60 percent of all jobs in the state will require some form of postsecondary education.

Missouri has set a goal to increase the percentage of working age adults with a two- or four-year degree or professional certificate to 60 percent by the year 2025. Currently, about 49 percent of Missourians have a college degree or certificate.

Knowledgeable and skilled citizens are key to a strong economy, but the benefits of higher education extend far beyond meeting the state’s workforce needs. Individuals who earn a postsecondary degree enjoy higher incomes and lower unemployment rates. They make healthier lifestyle choices and live longer lives. They are more likely to vote and volunteer in their communities.

The Coordinating Board for Higher Education is responsible for designing a coordinated plan to address the state’s higher education needs. The last plan was adopted in 2008.

To keep pace with the state’s higher education needs, the Missouri Department of Higher Education will spend the next year developing a new coordinated plan: *Preparing Missourians to Succeed: A Blueprint for Higher Education*. The final plan will be presented to the coordinating board for approval in December 2015.

The *Blueprint for Higher Education* will focus on four main areas of interest to the CBHE:

- **Accessibility:** Improve college readiness and make higher education opportunities available to all students across the state.
- **Affordability:** Keep the cost of higher education within reach for Missouri families.
- **Quality:** Ensure students acquire the knowledge and skills they need for a rapidly changing world and workplace and support the need for resources to provide quality educational opportunities.
- **Completion:** Help students stay the course to finish a certificate or degree program.

AGENDA

Welcome – CBHE Chair *Dalton Wright*

Introductions

Setting the Stage – Commissioner *David Russell*

Presentation by Component Bar Products Owner and CEO *Troy Pohlman*

Panel on the Economy, Education and Workforce Development –

Greg Prestemon, St. Charles County Economic Development Council

Mike Hurlbert, Economic Development Director for the City of O’Fallon

Karen Grim, St. Charles County Department of Workforce Development

Amanda Sizemore, Dean of Corporate and Community Development, St. Charles Community College

Discussion with panel

Presentation by St. Charles Community College President *Dr. Ronald Chesbrough*

Public Comment

Adjourn

STEERING COMMITTEE ATTENDANCE

Dr. Jon Bauer, Vice Chair, Missouri Community College Association, and President, East Central Community College, Union

Dr. Michael Bleich, Missouri Nurses Association, and President and Maxine Clark and Bob Fox Dean and Professor, Goldfarb School of Nursing at Barnes Jewish College, St. Louis

Gena Boling, President, Missouri Association of Student Financial Aid Personnel, Rolla

Dr. Don Claycomb, President, State Technical College of Missouri, Linn

Robin Coffman, Chief of Staff, Missouri Department of Elementary and Secondary Education, Jefferson City

Brian Crouse, Vice President of Education, Missouri Chamber of Commerce and Industry, Jefferson City

Cliff Davis, Chair, Missouri Community College Association, and President, Ozarks Technical Community College – Table Rock Campus, Branson

Mike Downing, Director, Department of Economic Development, Jefferson City

Dr. Arlen Dykstra, Provost and Senior Vice President of Academic Affairs, Missouri Baptist University, St. Louis

Mike Franks, Chief Executive Officer, Neosho Area Business & Industrial Foundations, Inc., Neosho

Dr. Charles Gooden, Dean of Student Affairs, Harris-Stowe State University (retired), St. Louis

Dr. Kevin Gwaltney, Executive Director, Joint Committee on Education, Jefferson City

Dr. Russell Hoffman, Executive Director, BJC Learning and Organizational Effectiveness, St. Louis

Deb Hollingsworth, Vice President of External Affairs, AT&T (retired), St. Louis

Michael Schwend, President, Preferred Family Healthcare, Kirksville

Kathy Swan, Missouri State Representative, and Owner, JCS/Tel- Link, Cape Girardeau

Dalton Wright, Chair, Missouri Coordinating Board for Higher Education, Lebanon
(*Ex-officio member*)

Betty Sims, Vice Chair, Missouri Coordinating Board for Higher Education, St. Louis
(*Ex-officio member*)

Dr. David Russell, Commissioner, Missouri Department of Higher Education, Jefferson City
(*Ex-officio member*)

Dr. Rusty Monhollon, Assistant Commissioner of Academic Affairs, Missouri Department of Higher Education, Jefferson City (*Ex-officio member*)

Ryan DeBoef, (*Alternate for Council on Public Higher Education*)

Bill Gamble, (*Alternate for Independent Colleges and Universities of Missouri*)

Marty Oetting, (*Alternate for University of Missouri System*)

PUBLIC ATTENDANCE

There were 19 members of the public in attendance.

MEETING SUMMARY

Deb Hollingsworth, Vice President of External Affairs, AT&T (retired), chaired the Steering Committee and gave an overview of the agenda and how the hearing would proceed. She then introduced CBHE Chair Dalton Wright.

Dalton Wright, Chair of Coordinating Board for Higher Education, welcomed everyone to the hearing and initiated the introductions from committee members and attendees.

PRESENTATIONS

Dr. David Russell, Commissioner for Missouri Department of Higher Education, presented *Setting the Stage for a New Coordinated Plan*.

Authorizing Statute provided in committee book.

Imperatives for Change is the title of the existing coordinated plan developed in 2008.

The new coordinated plan, *Preparing Missourians to Succeed: A Blueprint for Higher Education*, will enable us to conduct a conversation with the people of Missouri. The steering committee is charged to identify issues and challenges, develop best practices, spotlight what our colleges and universities are doing to prepare Missourians for a future that is continually redefining itself, seek solutions and develop a set of recommendations to be presented to the CBHE.

We know the benefits of Higher Education.

We know that increasing the number of Missourians with post secondary degrees is absolutely vital to meeting our workforce needs and sustaining a strong economy.

The Missouri Department of Economic Development in 2010 identified seven economic sectors expected to experience accelerated growth in the future. Higher education must plan for increased demand for graduates in these areas:

- Health and Science and Service
- Energy
- Information Technology
- Biosciences
- Advanced Manufacturing
- Financial and Professional Services
- Transportation and Logistics

Other important areas:

- Science, Technology, Engineering and Mathematics
- Completion Agenda – Missouri’s Big Goal of 60% of working age Missourians with a certificate or degree by 2025
- Accessibility, Affordability, Quality or Excellence, and Completion
- Growing ties to Commerce and Industry

Troy Pohlman, Owner and CEO of Component Bar Products, welcomed everyone to the Midwest Machine Tool Training Center.

In business since 1989 and has experienced continual growth. Four or five years ago we started doing demographic analysis of our employees and realized that over the next 10 years roughly a third of our workforce would be retiring.

We want to train the individuals that aren’t interested in going to college and put them in a six month program. We use job shadowing, classroom and hands-on training.

We need a methodology that truly allows students to test drive their jobs. They should learn if they are in the career they really want in their first semester of school rather than after they graduate.

Panel on Economy, Education and Workforce Needs:

Greg Prestemon, St. Charles County Economic Development Council

- Manufacturing is a huge factor in the state and national economy
- Education systems that are not agile or market responsive will not do so well
- Need clear channel of communication between higher education, the public and everyone involved

Amanda Sizemore, Dean of Corporate and Community Development, St. Charles Community College

- Manufacturing has become very high tech
- Need to look at how jobs have changed and how they will look in the future
- Science and math is critical
- Employer partnerships in education need to be considered
- Need to work on the emerging workforce pathway

Mike Hurlbert, Economic Development Director for the City of O’Fallon

- Soft skills and technical training are universal issues for businesses trying to hire
- Not everyone is suited for four-year universities
- Need more trades training
- Each student needs to make an early decision about desired career path

Karen Grim, St. Charles County Department of Workforce Development

- Employees that have a college degree that is more than 10 years old (academic or training) need bridges to update their old degree without going back to school full-time
- High school graduates who did not go on to higher education do not want to go back to take math and science
- Math and science coursework needs to be less cumbersome
- Not having a college degree will keep you from obtaining the job, but a degree does not get you the job
- Employers want employees to come in to their business and be productive from the start without training

Steering Committee discussion with panel members:

- ❖ What can advance higher education?
 - Need applicable, hands-on programs
 - Opportunities for business and college partnerships
 - Become more nimble and responsive to employers needs
 - Reduce the cost of higher education to the student
 - Should not settle for average
- ❖ Would employers be willing to pay for some of employees’ training?
 - Employers used to do that until 2008 when the economy fell out, employers couldn’t do that. They just haven’t gotten back to paying for it yet.

- ❖ How would you view a greater relationship between education and the corporate world, so as to implement programs to be similar to educational programs for continuing education? Is it clearly the role of the education system to continually train the workforce?
 - It is contextualized training
 - Soft skill development should be included in education and continued with employment
 - Need to deal with employers’ current needs and proposed needs
- ❖ What is the current climate of industry and can industry sustain growth?
 - Educational institutions and economic development groups have virtually no chance of anticipating what the three-to-five year workforce needs of a company would be. The companies may know that partnerships with industries are the only way to identify future workforce needs.
- ❖ We need elementary school students to love math and science
- ❖ We need high school students to get more involved in math and science
- ❖ We could use technology to continue education online for some existing employees.
- ❖ How receptive are high schools to implement programs to develop soft skills and emphasize college readiness?
 - Will be part of St. Charles County’s conversation in late spring 2015 summit
 - Lack of parental involvement needs to be addressed
 - This generation just wants to work enough to live, but the workplace wants you to be available 24 hours a day

Ron Chesbrough, President, St. Charles Community College

- ❖ Business and higher education partnerships are needed. Example – St. Charles Community College and Lindenwood University partner to provide the Nursing and Allied Health Center/Campus
- ❖ Businesses want to employ learners
- ❖ K-12 needs more college readiness and career knowledge
- ❖ Expand the Innovation Campus program
- ❖ Partner with economic development centers and local chambers
- ❖ Establish and articulate curricular expectations or alignment in K-12 and Postsecondary
- ❖ K-12 students need greater exposure to a multitude of careers and what is required to enter certain career fields
- ❖ Need to look at best practices and list them accordingly

PUBLIC COMMENT

- ❖ The relationship between higher education and workforce development needs an integrated and complex philosophy that recognizes:
 - increasing degrees in STEM
 - increasing training in manufacturing
 - prepare students for their second, third and fourth jobs, whatever they may be
 - non-applied or soft skills – creative thinking, communication skills, entrepreneurial skills
 - workforce development in terms of liberal arts degrees with transferrable skills

ADJOURN

***Note:** The comments provided in this document do not represent a verbatim transcription of the comments received verbally and may incorporate some close paraphrasing by the record-keeper.*